

Hi: think some thought needs to go into a way to format results to help ease communication back to frontline who provided the DFM survey.

GREEN > = 50% "agree or strongly agree" = STRENGTHS (sort of)

RED < = 20% "agree or strongly agree" = WEAKNESSES (definitely)

Here's an approach of simply stating the % who agree or strongly agree as a single number:

Safety Quality and Service

day to day...quality and safety top priority: 32%

pt. satisfaction and pt. centered emphasis: 34%

we treat each pt. like family: 57%

we strive for timely access: 38%

we recruit high quality docs 78%

DFMLG, Division Head

DFM chair deals effectively with challenges: 39%

DFM chair effective communicator: 47%

Division head meets with me: 26%

I am well informed about department goals: 21%

My division head does a good job recognizing people's accomplishments: 28%

My DFM chair helps us succeed: 32%

My Division head helps us succeed: 42%

It is up to me to be a leader..... 71%

Admin Leadership (Bill, Pat, Anna, David, Chris, Jaspreet)

I am familiar with the role and activities of "Admin Leaders" : 26%

Admin leadership does a good job of guiding and advocating: 13%

I am well informed by our Admin...regarding issues: 13%

CCHSD is heading in the right direction: 15%

I have trust and confidence in our admin leadership: 10%

I am well informed about the goals of the organization: 14%

The org does a good job of recognizing people for accomplishments: 3%

I am consulted regularly by the org in matters that affect my work: 10%

The org puts pt. safety and quality first: 14%

Teamwork

Teamwork with nursing, ancillary, and support services is critical to our success: 96%

My department has good teamwork with nursing, ancillary, etc: 34%

Good teamwork collaboration across med staff departments: 40%

Professional Development

I have sufficient resources, ed leave, cme opportunities: 42%

The feedback and department education provides me knowledge and skills: 28%

I have opportunit to pursue my professional interests: 74%

Good mentoring and role models: 52%

Sustaining Ourselves

I am able to thrive personally and professionally: 39%

Admin understands the demands of daily practice: 5%

DFM Leadership understands the demands of daily practice: 75%

CCHS provides useful benefits and resources to help maintain health and wellness (mine): 13%

I model the health practices I advise for my patients: 70%

Having colleagues from so many specialties benefits my patients and is satisfying: 87%

the people support and care about each other: 70%

at the end of typical day, I feel good about the care I was able to provide my patients: 45%

Innovation and Implementing Change

In my department atmosphere of innovation: 28%

People in my department adapt effectively to change: 57%

DFMLG listens to good ideas and puts them to use: 37%

Our admin leaders listen for good ideas and put them to use: 10%

We work together to improve efficiency of our department: 33%

My physician and NP colleagues understand their efforts determine our department's success: 51%

Overall

I feel valued as a physician or NP at CCHS: 29%

I would recommend CCHS to a close friend as a great place to get health care: 21%

CCHS has a reputation for superior quality of care and service: 18%

I am proud of CCHS for operating in a socially conscious, ethical manner: 58%

I feel my salary is appropriate for the work I do: 14%

I feel my workload is appropriate and fair: 19%

I made the right choice when I chose medicine as a career: 76%

I made the right choice when I decided to join CCHS: 53%

I would recommend CCHS to a physician as a great place to practice medicine: 26%